

REVISIÓN PROTOCOLOS INTERNACIONALES

******Por favor hacer comentarios OBJETIVOS. Si hay alternativas o mejores sugerencias, compartirlas con su identificación y fecha, sin borrar nada. Gracias*******

Protocolo de capítulos

https://docs.google.com/document/d/157n6J3qXvS7ySM1k5VX4mCIbQ1_3bPiPNizCcclZxT0/edit?hl=en_US&pli=1

Protocolo Coordinación:

https://docs.google.com/document/d/1KaQdOopphR7UV3-UCKFG725QLfkA5YN-qZlQMqgd6g4/edit?hl=en_US

Puntos de interés:

- **1.3 – Chapter tiers**

Original: +1

a) Chapters administration - Composed of international coordinators

Propuesta 1: +1-1

a) Chapters administration - Composed of chapter coordinators from all the chapters that want to participate. The meetings of the chapters administration must be open, but well moderated.

b) Chapter administration -

SELECTION PANEL CRITERIA & PROCEDURES:(SUGGESTIONS).....

- **Criteria Basis:** must be similar as stipulated on (#2. Coordination Requirements), based on a world-wide consensual "horizontal and holographic" structure. A "TZM International Board" (or any other name may deemed to be necessary) may needed to be conformed by all possible international chapter coordinators to elect the Chapter-admin and global coordinator candidates.
- **Election-time periods:** (i.e. each 1, 2, 3 years, etc) where the participants are from *each* major country chapters (i.e. each country chapter from Europe, USA, Latin America, Australia, etc), must be clearly defined allowing a reasonable time preparation, to the event that internal discussions related to ballots can take place from TZM activists on each country.

- **Ballot methods:** to be applied, those must be clearly defined in a transparent way world-wide (i.e. online with proposed Chapter admin names where each country coordinator, after consultation -or internal ballot- places his/her vote by suggesting the proposed candidates).
- **Ballot process:** must be consensual and available for general public viewing (but only chapter coordinators for each country are able to place the vote).
- **Code of Conduct:** must be respected on TZM ethical principles, allowing ***consensual review process*** of all international chapter coordinators in case of misconduct or serious allegations.
- **Conflict of interests:** their potential must be minimized when selecting individuals as TZM chapter's admins in order to avoid any chance of human resources (and volunteers) manipulation that may favor other institutions, political, philosophical, religious organizations, businesses, etc. that may slow down or be detrimental for TZM's activism.
- **Administrative rights scope:** their powers on IRC chats (i.e. TeamSpeak3, official website, Forum Moderation, etc) must abide by the specific existing Protocols in place, but subject to approval of the *TZM International Board*, who may decide to overturn ***any*** (chapter-admin individual) decisions if there are sufficient ground to do so. In any case decision making processes should become 'excessive' to the point of becoming a bureaucratic hindrance for the speedy flow of TZM's activism at all levels.
- **Decision making** processes: any chapter-admin or global coordinator or co-coordinator should not be allowed to be the only responsible one alone. Critical decisions must be dealt ***in consultation with international chapter coordinators prior*** these implementations take place (i.e. creation or removal from TZM of any "official" Linguistic Team, change of IRC chat servers, change or removal of website international Forums, 'key' web pages creation, further protocol revision/changes, etc).
- **Transparency:** those processes must be published (i.e. email to activists, official and chapter websites, etc, through communication channels clearly defined) available for all activist perusal.
- **Redundancy & reviews:** allowance for replacement criteria in case of absences, workload alleviate/distribution; and review processes to be implemented in case of suspicious cases, failures or loopholes on the chapter admin decision implementation.
- **Complaints management:** although transparency must be allowed, discretion is also required for issues, failures or misconduct cases that may arise with chapter-admins. All complaints -at this level- must be handled by the "TZM International Board" as follows:
- **Lodgement:** "where and how" (i.e. a Form must be publicly available on the official TZM website)- If it is a 'general' complaint, can be dealt by the chapter-admins themselves; whereas if it is related to any chapter administrator or a chapter-admin individual, must be directed to the TZM International Board.

- **Handling & Investigation:** processes must be clarified in a similar manner as specified further below...(revise & complete).....
- **Consultation:** with all possible international chapter coordinators and people involved in the complaints or issues.
- **Decision, appeal process & disciplinary remedial actions:** must only be dealt at TZM International Board level, based on TZM's ethical principles.
- **Legal:** because of potential hidden risks -at local and International levels-, whereas misconduct of chapter-admin individuals, conflict of interests, political, copyright breaches, etc. may occur, there is a need to stress on abiding by each local country and international Law systems to prevent human errors, complications, unlawful misconduct or sabotages that may be detrimental to TZM. To that effect, strong emphasis must be placed in those candidates about their general cultural level, life experience, social interaction or "people's skills", moderation capacity, realistic time availability for TZM activism, coordination experience, adaptation and -most importantly- unbiased point of view analysis capability. Professional legal background and backup may be relevant as TZM grows...(revise & complete).....

OBJECTIVES & BENEFITS: ...(To show the positive side in changing these protocols)

- **Approach** of all global chapters working on teams, through group consultations with coordinators and chapter admins on consensual decisions clearly defined by all; avoiding further conflicts because of differences in philosophical approach.
- **Incentives:** for all to participate within a creative and integrative framework, without blindly accepting anything "established from the top". So, this framework provides the incentive to ask questions in respect to any topic that may be unclear.
- **Distribution:** in a more efficient way of tasks for TZM of all coordinators and chapter-admins world-wide through task-concentration.
- **Transparency:** the "critical thinking" approach will be encouraged while applying objectivity through periodical surveys to all TZM activists about chapter admin and coordinators performances. In addition, all possible FAQs, will be on web pages, accessible to everyone, to avoid repetitions. In addition, all possible risk of misunderstandings or distortions will be avoided, or perhaps those same participants having to insist requesting extraordinary meetings with coordinators and chapter-admins.
- **Harmony:** encouraged between TZM participants at all levels of responsibilities, giving incentive to participate in mutual co-operation, based in redundancy, available for all while avoiding wearing out energies from any individuals. Therefore, we are all responsible on a same level.

...(revise & complete).....

CONCLUSION:.....(WHY IT IS IMPERATIVE TO IMPLEMENT THESE CHANGES)

Encouragement of all TZM activists to get involved at all chapter-admin and coordination levels whenever possible, even to open new chapters. This encourages further combined-unconditional participation plus suggestions than can be of a great benefit. Thus, all shared love, time and energy within TZM will no longer be ignored, dissipated or fragmented; but **unified** instead, through a growing **synergy effect** within an horizontal and holographic framework world-wide.

(Brujo, 21/03/12)

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- **#3. Criteria for removal of official status** (sugiero que este título debe clarificarse porque puede dar lugar a mal interpretaciones. Se debe definir que es o no es "oficial" del MZ)

(Brujo, 21/03/12)